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MINUTES  
OF THE  
CIA CAREER SERVICE BOARD

20th Meeting, Thursday, 4 February 1954, at 4:00 P.M.  
DCI Conference Room, Administration Building

Present: Messrs. Lyman B. Kirkpatrick, Inspector General, Chairman  
Matthew Baird, Director of Training, Member  
25X1A9a [REDACTED], DC/PP, Member  
25X1A9a [REDACTED], Chief of Operations, Alt. for DD/P,  
Member  
25X1A9a [REDACTED], Special Assistant to DD/A, Alt for DD/A  
[REDACTED], O, Member  
[REDACTED], AD/Communications, Member  
Harrison G. Reynolds, AD/Personnel, Member  
Huntington Sheldon, AD/I, Alt. for DD/I, Member  
25X1A9a [REDACTED], Executive Secretary  
[REDACTED], Secretariat  
25X1A9a [REDACTED], Reporter

1. The Chairman opened the meeting by presenting a problem raised by Mr. Baird concerning the Agency utilization of an expert in a highly specialized field. While there is much interest in the employee by components of the Agency, none of them can utilize him full time. However, one of the interested components has offered to provide a full time slot in this case.

After discussion of the problem the Board decided that in such cases it would be necessary for such individuals to be slotted in one office full time, but that the employee's services could be utilized as necessary by other components of the Agency. The Board agreed that the components of the Agency should cooperate in carrying such specialists on their T/O's so that the Agency as a whole could benefit by their utilization.

2. The Board approved the minutes of the 19th meeting with the following sentence added to paragraph 5: "The paper will be prepared for transmittal to the DCI for his approval."

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25X1A9a 3. The Chairman then opened discussion on his Memorandum to the DCI, subject, "Career Service Program", dated 26 January 1954. He announced that there had been no reaction from the Director as yet. Mr. [REDACTED] discussed the memorandum at length and explained how the Career Service Boards had proved valuable in the DD/P area.

He then developed a concept of rotation of junior officers between such areas as DD/I and DD/P, DD/A and DD/P, etc., which would be on a long range basis. He pointed out the need for long range development of requirements in this area.

Mr. Kirkpatrick felt that the Career Service Program had come to a crucial point in its development, and the time had come when it should be made more meaningful to CIA employees.

25X1A9a Mr. [REDACTED] and Mr. Kirkpatrick agreed that rotational concepts should be beamed at a younger level than they have been in the past.

Mr. Baird emphasized that within the Agency the term "rotation" now carried the connotation of wholesale rotation instead of select rotation.

Mr. Sheldon felt that there are too many very narrowly specialized intelligence officers, and there is a need for a group of selected general intelligence officers.

The Board agreed that about 120 employees split among the Agency offices would be a good figure to start planning with. Mr. Reynolds was directed to start work on the mechanics of such a proposed system.

Mr. Baird spoke briefly in favor of the Office Career Service Boards feeling that they had been doing a valuable job.

4. The Chairman announced that the Director had approved that exemption for CIA from the Performance Rating Act should be sought as soon as possible.

5. The Board adjourned at 5:05 p.m.

[REDACTED]  
Executive Secretary

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